MULTIMEDIA UNIVERSITY

STUDENT IDENTIFICATION NO

MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 1, 2022/2023 (TERM ID 2210 & TERM ID 2215)

BHR2034 – HUMAN RESOURCE MANAGEMENT

(All sections/groups)

15th February 2023
2.30 p.m. – 4.30 p.m.
(2 Hours)

INSTRUCTIONS TO STUDENTS

1. This question paper consists of **ONE (1)** page excluding the cover page.
2. Answer ALL questions. The distribution of the marks for each question is given.
3. Total marks for this exam is 100 marks.
4. Please submit your answers in the answer sheet provided.

Each question carries 25 mark. Total 100 marks.

QUESTION 1

a. Discuss the steps in creating structured situational interviews and identify the differences between structured and unstructured interviews. (15 marks)

b. Define the concept of human resource management. What competencies are necessary for HR managers to succeed in today's business environment. (10 marks)

(Total 25 marks)

QUESTION 2

a. Identify and explain the **THREE (3)** basis of employee's dismissal. (15 marks)

b. Define the concept of Competency-Based Pay. Identify the **(3) three** reasons organizations competency based pay. (10 marks)

(Total 25 marks)

QUESTION 3

a. The most important product of job analysis is the job description. List and describe **FIVE (5)** items in the job description. (15 marks)

b. Discuss **FOUR (4)** importance of having employee orientation in organization. (10 marks)

(Total 25 marks)

QUESTION 4

a. Define the concept of International Human Resource Management and identify **FOUR (4)** reasons why expatriates go home early. (15 marks)

b. Explain **(FOUR) 4** important reasons for a manager to appraise a subordinate's performance and discuss how a manager can handle a subordinate who is defensive when told that his or her performance is poor. (10 marks)

(Total 25 marks)

End of Paper